

CHAPTER 21  
LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

**8VAC20-21-80. Alternative route to licensure.**

- A. “Career Switcher” Alternative Route to Licensure for ~~Military Personnel~~  
Career Professions. An alternative route is available to ~~military personnel~~  
career switchers who seek teaching endorsements pre-K through grade 12,  
with the exception of special education.
1. An individual seeking an “eligibility license” must meet the  
following requirements: an application process; a bachelor’s  
degree from a regionally accredited institution; the completion of  
teaching area requirements for an endorsement in a content area as  
set forth in the Board of Education’s licensure requirements  
outlined in the publication, *Licensure Regulations for School  
Personnel*, July 1, 1998, or the equivalent through verifiable  
experience or academic study; and Virginia qualifying scores on  
Praxis I (Reading, Writing, and Mathematics) and Praxis II  
(subject area assessments). The “eligibility license” is awarded at  
the end of Level I preparation. All components of the career  
switcher alternative route for ~~military personnel~~ career professions  
must be completed by the candidates.
  2. The professional studies requirements must be completed during  
the course of a single year through the following ~~first three~~ two

levels of preparation that may be offered through a variety of delivery systems. If an employing agency recommends extending the “eligibility license” for a second year, the candidate will enter Level III of the program. Preparation programs must be approved by the Virginia Department of Education.

- a. Intensive Level I Preparation Phase includes a minimum of 180 clock hours of instruction (160 of the 180 hours must be included in the summer intensive preparation phase; 20 hours of the 180 will involve field experience). This phase includes, but is not limited to, the following curriculum and instruction, including technology, reading, and other specific course content relating to the Standards of Learning, differentiation of instruction, classroom/behavior management, human growth and development and field experience with summer school programs.
  - ~~(1) — Introduction to Classroom Management;~~
  - ~~(2) — Introduction to the Standards of Learning;~~
  - ~~(3) — Introduction to Teaching Strategies; and~~
  - ~~(4) Field Experience with Summer School Students.~~
- b. Level II Preparation During First Year of Employment
  - (1) Candidate seeks employment in Virginia with the one-year “eligibility license”;

- (2) Continued Level II preparation during the first year of employment with a minimum of five seminars and/or workshops that expand on the summer instructional categories and topics. A variety of delivery techniques for the seminars will be utilized for continued instruction;
- (3) One year of successful, full-time teaching experience in an accredited public or nonpublic school under the ~~newly created one-year~~ “eligibility license.” A trained mentor must be assigned to assist the candidate through the alternative route. The mentor teaching program, mentor selection criteria, mentor training, and evaluation should be guided by the *Guidelines for Mentor Teacher Programs for Beginning and Experienced Teacher*, approved by the Board of Education.
- (4) Upon completion of the career switcher alternative route to licensure program and a recommendation from the Virginia educational employing agency, the candidate will receive a renewable license; and
- (5) Evaluation criteria must be guided by the Guidelines for Uniform Performance Standards and

Evaluation Criteria for Teachers, Administrators,  
and Superintendents.

c . Level III Preparation ~~Continued~~ , If Required

(1) Post preparation, ~~(if needed)~~ if required, will be conducted by the Virginia employing educational agency to address the area(s) where improvement is needed as identified in the candidate's individual professional improvement plan for the candidate to complete the program ; and

(2) ~~Recommendation from employer for a renewable license;~~ A candidate will receive a five-year renewable license upon successful completion of Level III preparation and the recommendation of the Virginia educational employing agency,

(3) ~~Issuance of the five-year renewal license~~

3. Verification of program completion will be documented by the program provider and the superintendent, or designee.
4. ~~Delivery systems of Providers for the career switcher for the~~ alternative route to licensure program must adhere to regulations specified by the Board of Education ~~when proposals are requested.~~ The programs must include the prescribed scope and sequence of ~~preparation~~ requirements for preparation, as well as candidate and program evaluations. ~~of candidate and overall program evaluation.~~

These programs must be approved by the Department of Education.

- B. An alternative route is available to individuals employed by an educational agency who seek teaching endorsements pre-K through grade 12.
  - 1. An individual seeking a Provisional License through the alternative route must meet the requirements specified in 8VAC20-21-50 A 4.
  - 2. The professional studies requirements for the appropriate level of endorsement sought must be completed. A Virginia educational agency may submit to the Superintendent of Public Instruction for approval an alternative program to meet the professional studies requirements. The alternative program must include training (seminar, internship, course work, etc.) in human growth and development, curriculum and instructional procedures (including technology), foundations of education, and reading.
  - 3. One year of successful, full-time teaching experience in the appropriate teaching area in an accredited public or nonpublic school must be completed. A fully-licensed experienced teacher must be available in the school building to assist the beginning teacher employed through the alternative route.